

CALIFORNIA STATE MILITARY RESERVE

ORGANIZATIONAL EFFECTIVENESS STUDY

2007

The purpose of this study is to determine the organizational climate of the California State Military Reserve. You are asked to submit your responses as candidly and honestly as you can. **ALL RESPONSES ARE HELD IN THE STRICTEST CONFIDENCE.** You will not be required to furnish your name or other unique information.

Please bubble your responses with a standard number 2 graphite pencil. Each question requires only **ONE** answer.

1. How long have you been assigned to the California State Military Reserve (CSMR)?
 - a. Less than one year
 - b. One to three years.
 - c. More than three years but less than six years
 - d. From six to ten years.
 - e. More than ten years.
2. What is your current CSMR command assignment?
 - a. State Headquarters/OSG
 - b. 40th Support Brigade
 - c. ISG
 - d. 100th Troop Command
 - e. CCMH
3. Did you join the CSMR with prior federal military service?
 - a. yes
 - b. no

4. If you answered YES to question 2, please identify the arm of federal military service with which you most recently affiliated. Note: This includes active duty, Guard, and federal reserve service.
 - a. Army
 - b. Air Force
 - c. Navy
 - d. Marine Corps
 - e. Coast Guard
5. If you answered question 3 please identify how many years of duty you completed with your most recent federal service component. Note: if your service includes a mix of components add up the cumulative years.
 - a. Less than two years
 - b. Two to four years.
 - c. More than four years but less than ten years.
 - d. Ten to twenty years.
 - e. More than twenty years.
6. Please identify which service component with which you completed the MOST number of total months.
 - a. active duty
 - b. National Guard
 - c. Federal reserve service (ie, USAR, USAFR, USNR, USMCR)
7. Did you join the CSMR with any other prior paramilitary/civic service?
 - a. yes
 - b. no
8. If you answered YES to question 4, please identify the name of paramilitary/civic service you have that is MOST RECENT.
 - a. Civil Air Patrol
 - b. U.S. Volunteers
 - c. Sea Scouts
 - d. Explorer/Boy Scouts or other scouting organizations
 - e. Other
9. Among the following which part of CSMR duty do you like BEST?
 - a. field training
 - b. social events
 - c. headquarters duty
 - d. SRPs
 - e. Other

10. Among the following which part of CSMR duty do you like LEAST?

- a. field training**
- b. social events**
- c. headquarters duty**
- d. SRPs**
- e. Other**

11. Please identify your perceived state of esprit de corps/morale within your major (O-6 level) field command:

- a. Extremely high**
- b. High**
- c. Average**
- d. Low**
- e. Extremely low**

12. What do you see as the MOST IMPORTANT contributor to your observation in question 11?

- a. the commander**
- b. financial compensation**
- c. quality of your workplace**
- d. collective attitudes/morale of others around you**
- e. other**

13. Which part of your assignment would you like most to do MORE?

- a. a. field training**
- b. social events**
- c. headquarters duty**
- d. SRPs**
- e. Other**

14. Which part of your assignment would you like to do LESS?

- a. field training**
- a. social events**
- b. headquarters duty**
- c. SRPs**
- d. Other**

- 15. This organization like any must focus upon retaining highly motivated and trained members. What one factor would MOST improve retention within your command?**
- a. more field training**
 - b. more classroom training**
 - c. more financial remuneration**
 - d. more social events.**
 - e. Improved command climate**
- 16. What is the MOST important reason why you voluntarily remain a member of the CSMR?**
- a. service to state and nation**
 - b. camaraderie**
 - c. a chance to wear the uniform**
 - d. training**
 - e. other**
- 17. What is your opinion of the upcoming CSMR Annual Training this autumn?**
- a. I can hardly wait! Hooah!**
 - b. It is part of my duty and I will serve fully**
 - c. It will pose a hardship due to time commitments**
 - d. It is scheduled at a bad time for me**
 - e. It will compel me to leave the CSMR**
- 18. What is your opinion regarding the chance of extending weekend duty to two days rather than one?**
- a. I can hardly wait! Hooah!**
 - b. It is part of my duty and I will serve fully**
 - c. It will pose a hardship due to time commitments**
 - d. It is scheduled at a bad time for me**
 - e. It will compel me to leave the CSMR**
- 19. How much input do you have regarding the training of your skill areas within your unit?**
- a. Totally**
 - b. Most of the time**
 - c. Some of the time**
 - d. Occasionally**
 - e. Never**
- 20. How efficient is the use of your time while on duty?**

- a. **Totally efficient**
- b. **Most of the time**
- c. **Some of the time**
- d. **Occasionally**
- e. **Never**

21. How informed are you about unit and larger SMR and Cal Guard developments?

- a. **Totally informed**
- b. **Most of the time**
- c. **Some of the time**
- d. **Occasionally**
- e. **Never**

22. My age is:

- a. **Under 30**
- b. **30-39**
- c. **40-49**
- d. **50-59**
- e. **60+**

23. My gender is:

- a. **Male**
- b. **Female**

24. My rank/pay grade is:

- a. **O-4 and above**
- b. **O-1 to O-3**
- c. **Warrant officer**
- d. **E-6 to E-9**
- e. **E-1 to E-5**

25. primary racial/cultural background is:

- a. **Asian**
- b. **African**
- c. **Caucasian**
- d. **Hispanic**
- e. **Native or Pacific Islander**

**IF YOU WOULD LIKE TO ELABORATE ON ANY QUESTIONS ABOVE,
IDENTIFY THE QUESTION BY NUMBER AND NEATLY PRINT YOUR
CONCERNS OR ISSUES.**

PLEASE DO NOT FOLD THE COMPUTERIZED FORM.

**JUST INSERT IT IN THE POSTPAID ENVELOPE FURNISHED WITH THIS
PACKAGE. SUSPENSE—8 JUNE 2007. THANK YOU!**